

PUBLIC SCHOOL TEACHERS' SALARIES IN PRIMARY EDUCATION

Key Findings: England, France, Germany, Italy, Scotland, United States

Public primary school teachers with minimum qualifications in the United States earned the second-highest starting salary (\$25,707) of the six countries presented in 1999; only Germany reported higher starting public primary school teacher salaries (\$29,697).⁴ The average starting salaries of U.S. public primary school teachers were 87 percent of the starting salaries of German teachers with minimum qualifications (figure 7). This means that taking into account differences in price levels between Germany and the United States, German public primary teachers with minimum qualifications can buy more than their counterparts in the United States.

In 1999, the average starting salary for public primary teachers in the United States was 34 percent higher than the salary of teachers at this same level with minimum qualifications in Italy, the country with the lowest starting teacher salary (\$19,188). The starting salary for public primary teachers in the United States was also 30 percent higher than the starting salaries of teachers

in France (\$19,761) and Scotland (\$19,765), and 29 percent higher than the starting salaries of teachers in England (\$19,999).

Public primary teachers in the United States with minimum qualifications at the top of the salary scale had higher salaries (\$43,094) than teachers in all other countries reporting data in 1999. Salaries of U.S. teachers at the top of the salary scale were 54 percent higher than the salaries of their peers in Italy, the country with the lowest teacher salaries among countries reporting data, and 10 percent higher than the salaries of teachers in France, the country with the second-highest teacher salaries.

In the United States, public primary teachers at the top of the salary schedule with minimum qualifications earned about 68 percent more than starting teachers. Only in France did the difference between starting and maximum salaries of primary teachers with minimum qualifications exceed the difference in the United States (99 percent compared to 68 percent).

Definition and Methodology

Annual statutory teachers' salaries in public primary schools in equivalent U.S. dollars, converted using Purchasing Power Parities (PPPs). PPPs exchange rates equalize the purchasing power of different currencies, meaning that when a given sum of money is converted into different currencies at the PPPs exchange rates, it will buy the same basket of goods and services in all countries. Statutory salaries refer to scheduled salaries according to official pay scales. The salaries reported are defined as gross salaries (total sum of money that is paid by the employer for the labor supplied) excluding the employer's contribution to social security and pension (according to existing salary scales). Salaries are "before tax," i.e., before deductions for income taxes. Gross teachers' salaries were converted to U.S. dollars using national PPPs exchange rate data from the OECD National Accounts 1999.

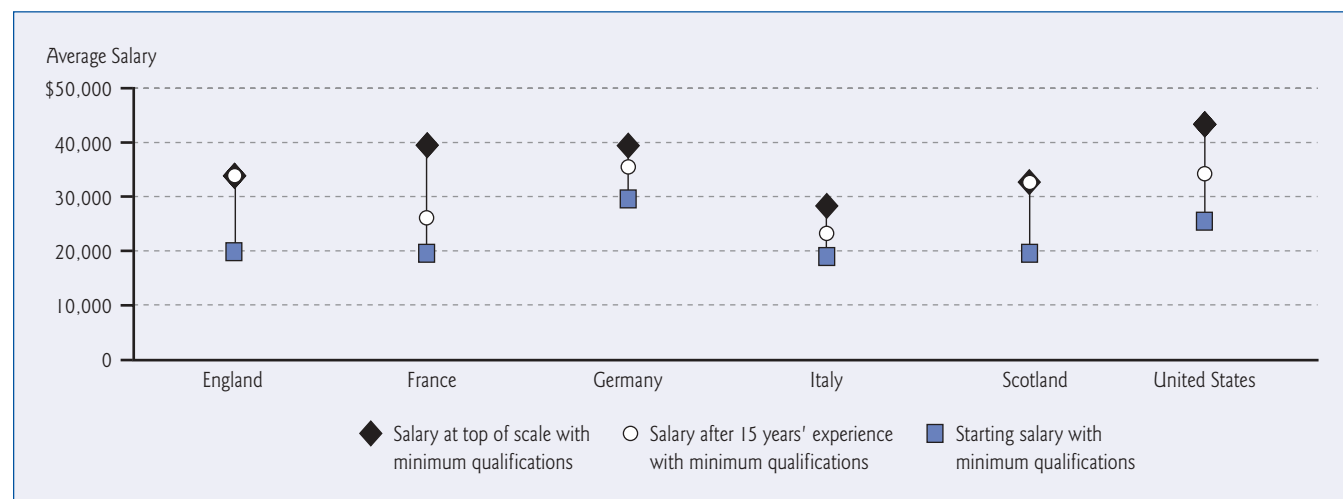
The starting salaries reported refer to the average scheduled gross salary per year for a full-time teacher with the minimum qualifica-

tions necessary to be fully qualified at the beginning of his or her teaching career. Minimum qualifications can vary by country. Salaries after 15 years' experience refer to the scheduled annual salary of a full-time classroom teacher with the minimum training necessary to be fully qualified and with 15 years' experience. The maximum salaries reported refer to the scheduled maximum annual salary (top of the salary scale) of a full-time classroom teacher with the minimum training to be fully qualified for his or her job.

In countries with centralized systems of education, there are typically national salary schedules. In countries like the United States, with decentralized education systems, local or regional governments establish their own salary schedules. Estimates of national salary schedules in the United States were derived from the Schools and Staffing Survey for 1993–94, with adjustments for inflation for 1998–99.

⁴The United Kingdom is one of the countries included in this study. Most indicators are reported for the country as a whole, but this indicator reports salaries separately for England and Scotland, two of the four units in the United Kingdom. The other two units are Wales and Northern Ireland.

Figure 7. Public primary teachers' average salaries in U.S. dollars, by level of experience and country: 1999



NOTE: Average salaries are gross salaries (i.e., before deductions for income taxes), and are converted to U.S. dollars using 1999 national Purchasing Power Parities (PPPs) exchange rate data.
 SOURCE: Organization for Economic Cooperation and Development, *Education at a Glance*, 2001, Table D 1.1a.

Public School Teachers' Salaries in Primary Education – Data Table

Table A-7. Public primary teachers' average salaries in U.S. dollars, by level of experience and country: 1999

Country	Starting salary with minimum qualifications	Salary after 15 years' experience with minimum qualifications	Salary at top of scale with minimum qualifications
England	\$19,999	\$33,540	\$33,540
France	19,761	26,599	39,271
Germany	29,697	36,046	38,996
Italy	19,188	23,137	28,038
Scotland	19,765	32,858	32,858
United States	25,707	34,705	43,094

NOTE: Average salaries are gross salaries (i.e., before deductions for income taxes), and are converted to U.S. dollars using 1999 national Purchasing Power Parities (PPPs) exchange rate data.

SOURCE: Organization for Economic Cooperation and Development, *Education at a Glance*, 2001, Table D 1.1a.